



**DUNEDIN URGENT DOCTORS & ACCIDENT CENTRE**  
URGENT & AFTER HOURS CARE



**Tōpūtanga Tapuhi Kaitiaki o Aotearoa  
NEW ZEALAND NURSES ORGANISATION**

Variation to Primary Health Care Multi-Employer Collective Agreement (PHC MECA)  
for Dunedin After Hours Doctors Ltd only.

- 1.0** The following sets out the agreed variation between Tōpūtanga Tapuhi Kaitiaki O Aotearoa (NZNO) and Dunedin After Hours Doctors Ltd, trading as Dunedin Urgent Doctors & Accident Centre (DUDAC)
- 2.0** The variation is primarily relating to a change in agreed operating hours for nursing staff.
- 3.0** This is an expansion of the delivery of service while maintaining staff wellbeing, operational efficiency, and safe patient care.
- 4.0** This variation will commence on Monday 15 December 2025 and become part of the terms and conditions for NZNO members at DUDAC.
- 5.0** The terms of this variation shall be re-negotiated following each new MECA being settled or if the service requirements by the HNZ changes. and shall not be inconsistent with the MECA.
- 6.0** Hours of work. Each member upon reaching individual mutual agreement on changes to hours of work, shall receive written confirmation of any change in working hours as set out in Clause 7.3 of the MECA. This agreement will be signed by both the employee and employer.
- 7.0** Hours of work shall consist of standard 8-hour shifts with a minimum of a 30-minute meal break and two 10-minute rest breaks. Shifts will be continuous.
- 8.0** Each shift shall include a 30-minute overlap to allow for handover to oncoming nursing staff
- 9.0** The nursing roster will follow a 6-week rotation and utilise a self-rostering system where nursing staff can request to work specific shifts. Rosters may only be changed by agreement once published.
- 10.0** The Nursing leadership team will endeavour to accommodate individual rostering preferences, however, shift allocations must provide adequate service coverage
- 11.0** From 15 December 2025, all nurses who are NZNO members at DUDAC shall be paid 5% above the applicable current PHC MECA rates.


- 12.0** From 15 December 2025, all NZNO members will be paid for their 30-minute meal breaks when working night shift or when they are required to remain onsite for their break.
- 13.0** An allowance of \$150 per shift shall be paid in recognition of good will by the employer shall be paid to regulated staff who work night shifts (11:00pm – 7:30am) from 15 December 2025 until 31 January 2026.
- 14.0** All rostered night shifts shall be paid at double (T2) the ordinary hourly rate of pay.
- 15.0** All rostered evening shifts from 6pm to 11:30pm Monday to Friday shall be paid at quarter time (T0.25) in addition to the ordinary hourly rate of pay.
- 16.0** Saturday rate, Weekend rate, public holiday rate shall continue to be paid as per the PHC MECA.
- 17.0** Trained security personnel will be present at all times and on every night shift to support the two rostered clinical staff. In the instance of inadequate staffing, the facility will close to the public for the remainder of the shift with no loss of pay as per the DUDAC Service Suspension Policy.
- 18.0** The Roster system shall be reviewed no less than 6 weeks, 3 months, and 6 months post commencement, including evaluations from staff and NZNO Organiser.
- 19.0** Off duty periods. A minimum stand-down period of 12 hours must occur between shifts unless exceptional circumstances apply. This replaces the 9 hours stipulated in clause 7.7 of the PHC MECA, *(and in line with clause 6.9 (i) of the HNZ CA.)*
- 20.0** Night shifts. No more than 4-night shifts shall be worked in any calendar week. After a minimum of 3 and a maximum of 4-night shifts, staff must endeavour to roster a minimum of 36 hours off for recovery. *(This is modelled from clause 6.8 (i) and 6.9 (i) in HNZ CA.)*
- 21.0** Consecutive shifts. No employee shall work for more than 5 consecutive shifts. *(This replaces the 7 consecutive shifts stated in 7.6 of the PHC MECA and 6.8 (ii) in the HNZ CA.)*
- 22.0** Ongoing feedback regarding 24-hour operations will be a permanent agenda item at monthly nurse meetings.
- 23.0** The new shift structure from 15 December 2025 is as follows:

Shift	Time	Staffing
<b>Morning</b>	7:00am – 3:30pm	2 nurses
<b>Afternoon</b>	3:00pm – 11:30pm	2 nurses
<b>Night</b>	11:00pm – 7:30am	2 nurses or 1 nurse & 1 ECP
<b>C Shift</b>	11:00am – 7:30pm	1 nurse

Dated: 12 December 2025

Signed.....  
On behalf of Dunedin After Hours  
Doctors Ltd.

Adam O'Byrne – General Manager

Signed.....  
On behalf of NZNO

Gwyn Stevenson - Organiser